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General Assembly

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Fifty-seventh session
Agenda item 120

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/57/652)*]

57/285. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the report of the International Civil Service Commission for 2002[1] and the statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the Commission,[2]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

Reaffirming the statute of the Commission and the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

Takes note of the report of the International Civil Service Commission for 2002;[1]

I

Conditions of service applicable to both categories of staff

A. Review of the pay and benefits system

Recalling its resolutions 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998 and 55/223 of 23 December 2000,

1. *Takes note with appreciation* of the concrete progress made by the Commission in the review of the pay and benefits system in the context of the approved framework for human resources management;

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[1] *Official Records of the General Assembly, Fifty-seventh Session, Supplement No. 30* (A/57/30).

[2] A/57/450 and Corr.1 and 2.

2. *Takes note* of the decisions of the Commission contained in paragraphs 39 and 60 of its report;[1]

3. *Invites* the Commission to duly take into account all views expressed by Member States regarding the review of the pay and benefits system, bearing in mind that any eventual proposals should be aimed at enhancing the effectiveness as well as the efficiency of the secretariats of the organizations of the United Nations system, consistent with the principles set out in paragraph 12 of the report of the Commission;[1]

4. *Notes* that the Commission will examine the issue of contractual arrangements in the United Nations system organizations, bearing in mind its close linkage to the review of the pay and benefits system;

5. *Requests* the Commission to review the decision contained in paragraph 80 of its report,[1] including the question of whether the Senior Management Service should be dealt with in the framework of the review of the pay and benefits system, in view of the intention of the General Assembly to consider the question at its fifty-eighth session;

6. *Notes* that the proposed Senior Management Service would not require a special pay and benefits package, as mentioned in paragraph 80 of the report of the Commission;

7. *Requests* the Commission to conduct a review of grade equivalency between the United Nations and the United States federal service in accordance with the new master standard during its review of the pay and benefits system, taking fully into account the post structure of the United Nations and of the United States federal Government, and to report thereon to the General Assembly at its fifty-ninth session;

B. Mobility

Recalling its resolution 55/258 of 14 June 2001, in which the General Assembly requested the Commission to conduct a comprehensive review of the question of mobility and its implications for the career development of staff members in the United Nations system,

Takes note of paragraph 92 of the report of the Commission,[1] and, in this context, requests the Commission to continue to develop its study in this area and to report thereon to the General Assembly at its fifty-eighth session;

C. Common scale of staff assessment

Recalling its resolutions 48/225 of 23 December 1993 and 51/216,

Takes note of the decision of the Commission as contained in paragraph 96 of its report;[1]

D. Hazard pay

Requests the Commission to reconsider its decision on hazard pay, taking into account all the views expressed by Member States;

E. Review of the level of education grant

Recalling its resolutions 51/216 and 52/216,

1. *Approves* increases in the maximum reimbursement levels for seven countries or currency areas, as well as other recommendations in respect of the reimbursement of expenses under the education grant, as contained in paragraph 141 of and annex V to the report of the Commission;[1]

2. *Takes note* of the decisions of the Commission contained in paragraphs 142 and 143 of its report;

II

Conditions of service of staff in the Professional and higher categories

A. Margin considerations and base/floor salary scale

Recalling section I.C, paragraph 3, of its resolution 44/198 of 21 December 1989, section II.B of its resolution 48/224 of 23 December 1993, section I.C of its resolution 51/216, section I.B of its resolutions 52/216, 53/209 and 54/238 of 23 December 1999, section II.C of its resolution 55/223 and section II.A of its resolution 56/244 of 24 December 2001,

1. *Notes* that the net remuneration margin, which measures the relationship between United Nations salaries and those of the comparator for the period from 1 January to 31 December 2002, is 109.3, as shown in annex III to the report of the Commission;[1]

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at the desirable midpoint of 115 over a period of time;

3. *Requests* the Commission to keep the matter under review with a view to restoring the margin to its midpoint over a period of time, and requests the Commission to report to the General Assembly on the outcome of this review at its sixty-second session, taking into full account the Noblemaire principle;

4. *Approves*, with effect from 1 January 2003, the revised scale of gross and net salaries for staff in the Professional and higher categories, as contained in the annex to the present resolution;

5. *Welcomes* the efforts of the Commission to strengthen performance and accountability, especially at the senior levels, throughout the common system, and requests the Commission to make recommendations, where appropriate, for increasing the roles of performance and productivity in determining remuneration levels;

6. *Requests* the Commission, when conducting its review of the pay and benefits system, to bear in mind the necessity for performance management systems to be fair and transparent;

7. *Reiterates its request* to the Commission to review, in the context of the review of the pay and benefits system, the existing linkage between the base/floor salary scale and the mobility and hardship allowance;

B. Dependency allowances

Recalling section II.F, paragraph 2, of its resolution 47/216 of 23 December 1992, in which it noted that the Commission would review the level of dependency allowances every two years,

Endorses the recommendations of the Commission contained in paragraph 182 of its report;[1]

III

Conditions of service of the General Service and other locally recruited categories

Recalling section II.A of its resolution 52/216, in which it reaffirmed that the Flemming principle should continue to serve as the basis for determining the conditions of service of the General Service and related categories and endorsed the revised methodology for surveys of best prevailing conditions of employment for those categories,

Takes note of the results of the salary surveys conducted in London, Vienna and Geneva, as reported in chapter V of the report of the Commission;[1]

IV

Strengthening of the international civil service

1. *Takes note* of the report of the Secretary-General concerning the strengthening of the international civil service;[3]

2. *Endorses* the terms of reference of the panel on the strengthening of the international civil service, as contained in the report of the Secretary-General;

3. *Requests* the panel also to comment on the role and main characteristics of the international civil service;

4. *Invites* the Commission to comment on the findings and recommendations of the panel and to submit its comments to the General Assembly at its fifty-ninth session, to be considered by the Assembly together with the report of the Secretary-General.

78th plenary meeting
20 December 2002

[3] A/57/612.

Annex

Salary scale for staff in the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2003

		Step														
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
Under-Secretary-General																
USG	Gross	186 144														
	Net D	125 609														
	Net S	113 041														
Assistant Secretary-General																
ASG	Gross	169 366														
	Net D	115 207														
	Net S	104 324														
Director																
D-2	Gross	139 050	142 085	145 119	148 154	151 189	154 223									
	Net D	96 411	98 292	100 174	102 055	103 937	105 818									
	Net S	88 571	90 159	91 741	93 318	94 890	96 456									
Principal Officer																
D-1	Gross	126 713	129 377	132 041	134 705	137 369	140 033	142 697	145 361	148 024						
	Net D	88 762	90 414	92 065	93 717	95 369	97 020	98 672	100 324	101 975						
	Net S	82 045	83 481	84 913	86 342	87 768	89 190	90 609	92 025	93 437						
Senior Officer																
P-5	Gross	104 102	106 369	108 635	110 901	113 168	115 434	117 701	119 967	122 234	124 500	126 766	129 033	131 299		
	Net D	74 743	76 149	77 554	78 959	80 364	81 769	83 174	84 580	85 985	87 390	88 795	90 200	91 606		
	Net S	69 437	70 685	71 930	73 174	74 416	75 655	76 892	78 127	79 360	80 591	81 820	83 046	84 271		
First Officer																
P-4	Gross	84 435	86 489	88 544	90 637	92 824	95 011	97 198	99 385	101 572	103 759	105 946	108 133	110 320	112 507	114 694
	Net D	62 327	63 683	65 039	66 395	67 751	69 107	70 463	71 819	73 175	74 530	75 886	77 242	78 598	79 954	81 310
	Net S	58 041	59 276	60 509	61 740	62 971	64 200	65 429	66 656	67 881	69 106	70 329	71 551	72 772	73 992	75 211
Second Officer																
P-3	Gross	68 306	70 208	72 112	74 011	75 915	77 815	79 715	81 620	83 523	85 423	87 326	89 226	91 202	93 226	95 250
	Net D	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 775	62 979	64 235	65 489	66 745	68 000	69 255
	Net S	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384
Associate Officer																
P-2	Gross	55 346	56 907	58 465	60 027	61 729	63 429	65 130	66 829	68 532	70 233	71 932	73 636			
	Net D	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200			
	Net S	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479			
Assistant Officer																
P-1	Gross	42 944	44 444	45 942	47 442	48 939	50 438	51 938	53 436	54 932	56 432					
	Net D	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631					
	Net S	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.